

Administrative Rule Review – ARR18-138  
Legislative Service Office

AGENCY Department of Administration & Information

DATE SUBMITTED: March 29, 2019

SUBJECT: Human Resources Division - Chapter 8 - Grievance and Appeals  
for Permanent Employees

NATURE OF RULES: Procedural

STATUTORY AUTHORITY: W.S. §§ 9-2-1022(a)(xi)(C) and 16-3-102(a)(i).


DETERMINATION OF PROCEDURAL COMPLIANCE BASED UPON INFORMATION  
SUBMITTED BY DEPARTMENT OF ADMINISTRATION & INFORMATION TO LSO: Apparently  
complete to date.

SUMMARY OF RULES: The Department of Administration and Information has proposed an appreciable change to its rules governing the Department's grievance and appeals process for permanent employees. Under current rule, appeals on grievance related issues are reviewed by a "Grievance Committee" appointed by Human Resources Division (HRD) Administrator, and a party subject to an adverse decision by a Grievance Committee may then appeal the decision by seeking review by the HRD Administrator. Currently, most Grievance Committee decisions are appealed to the HRD Administrator.

The Department seeks to streamline its grievance appeals process by eliminating the Grievance Committees and instead have grievances reviewed directly by the HRD Administrator or their designee. Any appeal of an adverse decision by the HRD Administrator or their designee would be handled in the same manner by appealing the decision to the Office of Administrative Hearings.

FINDINGS: The rules appear to be within the scope of statutory authority and legislative intent.

STAFF RECOMMENDATION: That the rules be placed on the Consent List and be approved by the Council as submitted by the Department.

  
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